



## Tama Group Supplier Code of Business Conduct

This suppliers code of conduct (the "Code") applies to all businesses that provides products and/or services for (hereinafter "Suppliers") Tama Group and its subsidiaries in any territory whatsoever ("Tama").

### General Responsibilities

Tama is committed to conducting its business with high ethical standards and in compliance with our values and the laws and regulations that apply to and/or affect our business, employees and consultants in each country we operate. Tama expects its Supplier's values and behaviors to be aligned in these essential respects as reflected herein, for the sake of collaborative business relationship with Tama.



## Tama's Key Expectations

### 1. Child Labor and Forced Labor

Tama expects its Suppliers to only employ people that reached the permissible age for working as established in the local legislation in each country the work or service is carried out. Workers under the age of 18 may not perform work that is likely to jeopardize their health, safety or education.

No Supplier may employ, use, enable or willfully ignore forced labor and the employment must always be voluntarily and freely chosen. Involuntary labor, human or sex trafficking must be strictly forbidden.

### 2. Fair Employment

Suppliers must ensure all their employees receive at least the legally mandated minimum wages and benefits. Working conditions must comply with the laws, standards and practices applicable in the countries where the Supplier operates.

### 3. Freedom of Association

Suppliers shall respect the right of their employees to be represented by trade unions or other representatives established in accordance with applicable legislation.

### 4. Healthy and Safe work environment

Health and safety in the workplace are fundamental rights of employees. Suppliers must ensure that their employees' working conditions are in compliance with all applicable laws.

### 5. Equal and Respectful Employment

Suppliers must comply with all applicable laws that prohibit discrimination of any kind, including, but not limited to, race, gender, sexual orientation, social and personal position, health condition, disability, age, nationality, religion or personal belief. Suppliers shall provide equal opportunities to all of their employees.

Suppliers are expected to create and maintain a respectful and safe working environment in which their employees are treated with dignity, decency and respect. Suppliers must not tolerate harassment of any kind.

For purposes of this Code and without derogating from any legal definition that expanded this term, harassment is any verbal or physical conduct to threaten, intimidate or coerce any person.

### 6. Privacy & Confidentiality

Proper management of confidential business information by Suppliers are essential and important to our business relationship success. Suppliers must respect and safeguard confidential information and/or personal information provided by Tama and limit the access to such information only to those Supplier personnel who have a legitimate business need for such information by the applicable law. Suppliers must make sure their employees/consultants using or attempting to use Tama's "inside" information for their own personal use, gain or advantage.

### 7. Anti-Trust and Competition, Anti-Bribery and Corruption , Anti-money Laundering

Suppliers must conduct business in an ethical and lawful manner and comply with applicable laws, rules, regulations of anti-bribery and corruption. Suppliers are expected not to accept or offer, either directly or indirectly, bribes or unlawful inducements of any kind, to or from anyone, for any purpose.

Tama has a strict policy of conducting business in full compliance with applicable competition and anti-trust rules and regulations and anti-money laundering.

No Supplier may engage or otherwise become involved in any activity involving, or which could eliminate, prevent, restrict or distort fair competition – such as price-fixing agreements and other collusive agreements in any kind of way on essential commercial terms.

Suppliers may not engage – directly or indirectly – in any form of money laundering. This includes accepting, concealing, converting and/or transferring any funds obtained from criminal activities, including and related to terrorist financing. Tama requires its Suppliers to comply with all such laws and regulations and to have adequate controls in place to prevent such illegal activities from occurring.



## 8. Responsible Sourcing

Suppliers must be committed to conducting our worldwide business operations in a manner that complies with applicable laws and regulations regarding the sourcing of materials.

Suppliers' products must not contain any of the minerals that would be subject to the conflict minerals rules promulgated pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act adopted in the United States or the Conflict Minerals Regulations adopted in the European Union. Suppliers are expected to inform Tama immediately in case of a change in the composition of the product so that it includes prohibited minerals.

## 9. Compliance with the Code

Any violation of this Code may jeopardize the supplier's business relationship with Tama, up to including termination of that relationship. Tama may monitor compliance of its Supplier with this Code and accordingly reserves the right to request from Suppliers applicable documentation and/or implementation of an acceptable action plan to bring suppliers performance into compliance.

